

Parade Technologies
Personal Data Privacy Statement

個人資料保護聲明

Parade Technologies (the “Company”) respects your right to privacy and complies with our obligations under applicable data protection law including the General Data Protection Regulation (EU 2016/679) (**Data Protection Legislation**). The Company is the data controller under the Data Protection Legislation.

譜瑞科技股份有限公司（以下簡稱“本公司”），個人資料控制者，依據個人資料保護法及相關法令（EU 2016/679）之規定，在收集、處理及利用個人資料，必將尊重個人隱私權。

The purpose of this Personal Data Privacy Statement (**Statement**) is to outline how we deal with any personal data you provide to us which includes information that we may collect from you while visiting our website (the **site**).

本個人資料保護聲明（聲明）的目的是概述我們如何處理您提供給我們的任何個人資料，其中包括經由瀏覽我們的網站（網站）時可能被收集的資料。

1. How we collect information

我們如何收集資料

We collect information from you in relation to our business or potential business with you or your employer (**Customers**), where you apply for a job with us (**Candidates**) or visit us at our offices (**Visitors**).

2. 當您應徵我們公司的工作(應徵者)或造訪我們的辦公室(訪客)時，我們向您或您的雇主（客戶）收集您與我們的業務或潛在業務有關的資料。

Types of information collected

收集的資料類型

The type of personal data that we may hold in relation to you will depend on our relationship and type of communications with you.

我們可能持有與您有關的個人資料的類型取決於我們與您的關係和溝通的模式。

For **Customers** this may include name, address, phone number, billing information, pitch information and ordering history.

對於客戶，這可能包括姓名，地址，電話號碼，帳單資料，銷售宣傳資料和採購歷史。

For **Candidates** this includes any information contained in CVs or resumes that we receive on a solicited or unsolicited basis as well as referrals.

對於求職者，這包括我們徵求或您主動應徵收到的履歷或履歷中包含的任何資料。

For **Visitors** this may include name, address and phone numbers.

對於訪客，這可能包括姓名，地址和電話號碼。

The source of the personal data is you, any third-party providers whom we engage to collect personal data about you in the course of your recruitment and employment, or your business relationship with us or through the website.

個人資料的來源是任何我們在招聘或僱用您的過程中，由您，協力廠商，您與我們的商務關係或透過網站收集到的資料。

3. **Purposes for which we hold your information**

我們保存您資料的目的

We will process any personal data you provide to us for the following purposes:

您提供給我們的任何個人資料，將用於以下目的：

- to provide you with the goods or services you or your employer need
- 為您或您的僱主提供所需的商品或服務
- to contact you if required in connection with your communication and/or order or to respond to any communications you might send to us
- 與您聯繫，當需要與您溝通和/或進行採購，或者回復您的訊息
- to carry out research and analysis of our Customers and Candidates
- 對我們的客戶和求職者進行研究和分析
- to assess your suitability for a job with us
- 評估您是否適合我們的工作
- to manage feedback and queries, and handle requests for data access or correction, or the exercise of other rights relating to personal data
- 處理回饋和查詢，和處理資料取得或更正個人資料之需求，或執行與個人資料相關的其他權利
- to comply with applicable laws and regulatory obligations; comply with legal process and court orders; and respond to requests from public and government authorities, and

- 遵守適用的法律和監管義務; 遵守法律程式和法院命令; 並回應公眾和政府部門的要求, 以及
- to establish and defend our legal rights to protect our business operations.
- 建立並捍衛我們保護業務運營的合法權利。

4. **Lawful basis for using your information**

使用您的資訊的合法依據

We will only collect, use and retain your information where we have a lawful basis to do so under Data Protection Legislation.

我們只會根據資料保護法規在合法的基礎上收集, 使用和保留您的資料。

For Customers, we process your personal data so that we can perform any contract that we may have with you and deliver goods and services and where it is in our legitimate interest to do so in order to improve or product and services.

對於客戶, 我們處理您的個人資料, 以便履行我們可能與您簽訂的任何合同, 改進或提供產品和服務, 並提供貨物和服務以符合我們雙方供同合法利益。

For Candidates, we only hold your personal data on the basis that you have requested us to assess your suitability for a role with us.

對於求職者, 基於您的求職需求, 我們只保留您的個人資料, 做為評估您是否適合我們的職缺之基礎。

For Visitors, we hold your personal data as it is in our interest to keep a record of your on-site visit with us for health and safety.

對於訪客, 基於保障您來訪的健康和安全為由, 我們只保留來訪記錄需要的個人資料,

For any of the above categories of data subjects, we may retain information for a longer period of time where we are required to by law.

對於上述任何資料主題類別, 在法律核准範圍, 我們可能會將資料保留一段時間。

5. Who do we share your information with

我們可能與誰分享您的資訊

We only disclose your *personal data* to third parties, outside of the Parade Technologies group, where we have informed you of these categories of third parties. This may include service providers such as IT systems, payment services, banks and financial institutions and professional advisors such as lawyers.

我們會預先告知您除本公司以外的協力廠商需使用您的個人資料。這可能包括資訊系統、支付服務、銀行和金融機構以及律師等專業顧問。

We will disclose your personal data to government bodies or parties in legal proceedings if we believe in good faith that we are required to disclose it in order to comply with any applicable law, a summons, a search warrant, a court or regulatory order, or other statutory requirement.

基於法律、傳票、搜查令、法院或監管令，或者其他法定要求，我們將可能向政府機構或行政單位分享您提供的個人資料。

We reserve the right to transfer your personal data to a third party in the event of an acquisition of any part of our business or a merger provided that the third party agrees to adhere to the terms of the Website Privacy Statement and provided that the third party only uses your personal data for the purposes that you provided it to us. You will be notified in the event of any such transfer and you will be afforded an opportunity to opt-out.

我們保留將您的個人資料轉移給協力廠商的權利當有任何部分的業務將進行收購或合併時，前提為協力廠商同意遵守網站隱私權聲明的條款且協力廠商將您的個人資料用於您提供給我們的相同目的。如果發生任何此類轉移，您將會事先收到通知，且您將有機會選擇退出。

If you share your information on any other website through an external link it will be processed pursuant to the privacy policy of the operator of that website.

如果您通過外部連結在任何其他網站上分享您的資料，將根據該網站運營商的個人資料政策進行處理。

To the extent that the Company transfers the personal data to recipients which are located outside the European Union, the UK or the European Economic Area, the Company will provide an adequate level of protection of your personal data, including appropriate technical and organizational security measures and through the implementation of appropriate contractual measures to secure such transfer, in compliance with the Data Protection Legislation.

如果本公司將個人資料傳輸給位於歐盟、英國或歐洲經濟區以外的接收方，公司將為您的個人資料提供足夠的保護，包括適當的技術和組織安全措施，通過實施適當的結構措施來確保此類轉移，符合個人資料保護法規。

The Company uses standard contractual clauses in the form approved by the European Commission(<http://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A32004D0915>) (<http://eur-lex.europa.eu/legal-content/en/TXT/?uri=CELEX%3A32010D0087>).

公司以歐盟委員會批准的形式使用標準合同條款 (<http://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A32004D0915>) (<http://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A32010D0087>) 。

6. How long do we keep your information

我們保留您的資料多久

We will retain your personal data for as long as needed or permitted in light of the purposes for which it was obtained. The criteria used to determine our retention periods include: (a) the length of time we have an ongoing relationship with our Customers and provide services, (b) whether there is a legal obligation to which we are subject, and (c) whether retention is advisable in light of our legal position (such as in regard to applicable statutes of limitations, litigation or regulatory investigations).

我們將根據獲得的目的、需要或允許的時間保留您的個人資料。我們的保留期的標準包括：(a) 我們與客戶持續保持關係並提供服務的時間範圍內，(b) 我們應盡之法律義務，以及(c) 我們的法律立場 (例如適用的訴訟時效，訴訟或監管調查)。

7. Security

安全性

To help protect the privacy of data and personal data you provide to us, we maintain physical, technical and administrative safeguards. We update and test our security technology on an ongoing basis. We restrict access to your personal data to those employees who need to know that information to provide benefits or services to you. In addition, our employees understand the importance of confidentiality and maintaining the privacy and security of your information.

為保護您提供給我們的資料和個人資料的隱私，我們堅持實體、技術和行政上保護措施。我們不斷更新和測試我們的安全防衛技術。我們將使用您個人資料的許可權，限制在需要瞭解該資料以向您提供利益或服務的員工。此外，我們的員工瞭解保密，維護個人資料安全和隱私的重要性。

8. Data Subject Rights

資料主體法定權利

This Statement is intended to provide you with information about what personal data Parade Technologies collects about you and how it is used.

本聲明旨在為您提供有關本公司如何收集有關您的個人資料及其使用方式的資訊。

Please inform us of any changes in your personal data, and in accordance with our obligations under the Data Protection Legislation we will update or delete your personal data accordingly.

如果您的個人資料有任何變更，請通知我們，根據個人資料保護法規中的義務，我們將相應地更新或刪除您的個人資料。

If you are in the EU, you have certain rights in relation to your personal data including:

如果您在歐盟體制內，則您擁有與您的個人資料相關的某些權利，包括：

- the right to find out what personal data we hold on you and request access to it
- 有權查詢我們保存之你個人資料
- the right to have your personal data updated, amended or removed from our database
- 有權更新，修改或要求從我們的資料庫中刪除您的個人資料
- the right to object to the use of your personal data or restrict access to it, and
- 有權反對您的個人資料被使用或限制其使用，以及
- the right to request that we send your personal data to a third party.
- 有權要求我們將您的個人資料傳送給協力廠商。

Please note that some of these rights may be limited under local law.

請注意以上一些權利仍可能受限於當地法律。

To exercise any of these rights please contact us at: legal@paradetech.com.

欲行使以上權利，請聯繫 legal@paradetech.com。

9. **Changes to the Personal Data Privacy Statement**

個人資料保護聲明的變更

Any changes to this Statement will be posted on this site so you are always aware of what information we collect, how we use it, and under what circumstances, if any, we disclose it. If at any time we decide to use personal data in a manner significantly different from that stated in this Statement, or otherwise disclosed to you at the time it was collected, we will notify you by email, and you will have a choice as to whether or not we use your information in the new manner.

對本聲明的任何更改都將發佈在本網站上，以便您瞭解我們如何收集，使用以及在何種情況下（如果有的話）透露這些資訊。如果我們在任何時候使用個人資料不同於本聲明中所闡述的方式，或在收集時以其他方式向您透露，我們將通過電子郵件通知您，您可以選擇我們是否可以使用新的方式使用您的個人資料。

10. **Questions, concerns or complaints**

問題，疑慮或申訴

If you have any questions, concerns or complaints or wish to exercise your rights please contact Parade Technologies at legal@paradetech.com. You may also lodge a complaint with the relevant supervisory authority in your jurisdiction.

如果您有任何問題，疑慮或投訴或希望行使您的權利，請通過 legal@paradetech.com 與本公司聯繫。您也可以向您所在司法轄區的相關監管機構提出申訴。